

**U.S. DEPARTMENT OF LABOR**

**VETERANS' EMPLOYMENT & TRAINING SERVICE**



# **ANNUAL REPORT TO CONGRESS**

**Fiscal Year  
2008**

**Prepared by:**

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# VETERANS SUCCEEDING IN THE 21<sup>ST</sup> CENTURY WORKFORCE



## INTRODUCTION

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This report is prepared in accordance with Title 38, United States Code, Sections 4107(c), 4212(c), and 4215(d) (38 U.S.C. §§4107(c), 4212(c), and 4215(d)), and Title 38, United States Code Section 2021(d). The report describes the programs and activities for which the Office of the Assistant Secretary for Veterans' Employment and Training (OASVET) has primary responsibility.

Some of the activities described in this report are carried out on a Program Year (PY) basis while others operate on a Fiscal Year (FY). For this report the appropriate reporting periods are as follows:

PY 2007 (July 1, 2007, through June 30, 2008)

PY 2008 (July 1, 2008, through June 30, 2009)

FY 2007 (October 1, 2006, through September 30, 2007)

FY 2008 (October 1, 2007, through September 30, 2008).

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Provide veterans with the resources and services to succeed in the 21<sup>st</sup> Century Workforce by maximizing their employment opportunities, protecting their employment rights, and meeting labor market demands with qualified veterans.

- VETS Mission Statement

## EXECUTIVE SUMMARY

In FY 2008, the U.S. Department of Labor Veterans' Employment and Training Service (VETS) continued to provide comprehensive services to meet the employment and training needs of eligible veterans, especially those with disabilities and severe injuries, and to help employers find well-qualified, reliable and resilient veterans to fill job vacancies. The success of VETS is attributed in part to national exposure through the Hire Vets First campaign.

The Jobs for Veterans State Grant program provides funding to states for Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representative (LVER) staff. These personnel provide intensive case management services to veterans and promote the hiring of veterans through direct marketing and outreach activities with employers.

As indicated in the table on the following page, Homeless Veterans' Reintegration Program (HVRP) grantees placed veterans in employment in greater percentages during the period of this report than at any other time in VETS' history. VETS views HVRP as a model program for reintegrating homeless veterans into society and the workforce. As in the past, for a relatively small investment, the HVRP program successfully helped place thousands of previously and sometimes chronically homeless veterans on a path to self-sufficiency.

Transition Assistance Program (TAP) Employment Workshops continued to provide critical assistance to service members and their spouses by giving them the tools necessary for a successful transition from military to civilian life. The Overseas Transition Assistance Program (OTAP) continues to grow, helping facilitate an easier and faster return to civilian employment for service members stationed overseas.

Innovations and improvements continue to increase positive outcomes in the majority of VETS' programs and in other special projects undertaken on behalf of veterans. The Recovery & Employment Assistance Lifelines (REALifelines) program, which focuses on services to those transitioning service members and veterans wounded and injured in the Global War on Terror, has expanded existing services and led to increases in securing new and meaningful employment for those most in need.

Finally, the following report also demonstrates VETS' compliance with the requirements of the Jobs for Veterans Act (JVA). It describes the successful implementation of a variety of program changes and new initiatives that illustrate a continuing focus on serving veterans and preparing them to succeed in the 21<sup>st</sup> century workforce.

# VETS PROGRAMS

## PERFORMANCE GOALS & OUTCOMES

### Performance Goal 08-1.E (VETS)

*Improve the employment outcomes for veterans who receive One-Stop and homeless veterans services.*

#### *Indicators, Targets and Results*

	PY 2006 Target	PY 2006 Result	Target Reached	PY 2007 Target	PY 2007 Result	Target Reached	PY 2008 Target
Percent of veteran participants employed in the first quarter after exit	60%	60%	<b>Y</b>	61%	62.5%	<b>Y</b>	62.5%
Percent of veteran participants employed in the first quarter after exit still employed in 2nd & 3rd quarters after exit	81%	79%	<b>N</b>	80%	81.8%	<b>Y</b>	82.0%
Percent of disabled veteran participants employed in the first quarter after exit	55%	55%	<b>Y</b>	56%	58.4%	<b>Y</b>	58.5%
Percent of disabled veteran participants employed in the first quarter after exit still employed in 2nd & 3rd quarters after exit	79%	78%	<b>N</b>	79%	81.1%	<b>Y</b>	81.0%
Entered employment rate for homeless veteran HVRP participants	68%	65%	<b>N</b>	65.5%	TBD	<b>TBD</b>	65.0%
Employment retention rate after 6 months for homeless veteran HVRP participants	58.5%	64%	<b>Y</b>	64.5%	TBD	<b>TBD</b>	64.0%

### Performance Goal 09-3E

*Reduce employer-employee employment issues originating from service members' military obligations conflicting with their civilian employment.*

#### *Indicators, Targets and Results*

	FY 2005 Base Result	FY 2007 Target	FY 2007 Result	Target Reached	FY 2008 Target	FY 2008 Result	Target Reached	FY 2009 Target
USERRA Progress Index Baseline	100%	101%	110%	<b>Y</b>	115%	106%	<b>N</b>	110%

## JOBS FOR VETERANS STATE GRANT PROGRAM

VETS offers employment and training services to eligible veterans through the Jobs for Veterans State Grant program. Services are provided to maximize employment and training opportunities for veterans.

Funds are allocated by formula to the designated administrative entity within each state. The grant supports two principal staff positions, DVOP specialists and LVER staff.

VETS allocates program funds to each state, the District of Columbia, Puerto Rico and the Virgin Islands according to a formula that compares: 1) the number unemployed in the general population in each state compared with the total number unemployed in the general population across all states; and, 2) the number of veterans in the civilian labor force in each state compared with the total number of veterans in the civilian labor force across all states. The JVA provided states more flexibility to determine the most effective and efficient distribution of staff resources based upon the distinct roles and responsibilities of the DVOP and LVER positions.

**DVOP:** The DVOP was authorized by the Veterans' Rehabilitation and Education Amendments of 1980 (Public Law (P.L.) 96-466). The DVOP statute was amended by P.L. 107-288, the Jobs for Veterans Act (JVA), enacted on November 7, 2002, and is codified at Title 38, United States Code, Section 4103A (38 U.S.C. § 4103A). Most recently, P.L. 109-461 amended the DVOP statute to require DVOP specialists appointed to the position on or after January 1, 2006, to receive training from the National Veterans Training Institute (NVTI) within three years of appointment.

DVOP specialists target their services to veterans with barriers to employment. They may be located within the One-Stop Career Centers or co-located with other service providers such as the Department of Veterans Affairs (VA). They:

- Provide intensive services to meet the employment needs of special disabled, disabled, and other eligible veterans; and,
- Provide a full range of employment services to veterans with maximum emphasis on assisting economically or educationally disadvantaged veterans.

Since the primary duty of DVOP specialists is to provide intensive services to veterans, they are required to receive Labor Employment Specialist and Case Management training through the NVTI within three years of appointment. This requirement provides them with the training needed to ensure that veterans' barriers to employment are identified quickly so that they receive the intensive services needed to gain and retain suitable employment.

The table below indicates that in FY 2008, \$79,094,000 was allocated to support 1,090 DVOP positions. The actual number of DVOP positions supported was 1,014 or 93% of the planned level. The average cost per DVOP position was \$78,002.

In accordance with the JVA, each state establishes the appropriate number of DVOP specialists and allocates a corresponding share of its Jobs for Veterans State Grant funds to support those staff members each year. States have faced recruiting challenges in seeking qualified candidates for employment as DVOP specialists. These challenges, along with other administrative factors, contributed to an increase in the unit cost for each DVOP position, which reduced the number of DVOP specialists that could be supported with program funds.

<b>DVOP Specialists</b>	<b>FY 2007</b>	<b>FY 2008</b>
<b>DVOP Funding</b>	\$77,403,555	\$79,094,000
<b>Projected DVOP Staffing</b>	1,102	1,090
<b>Actual DVOP Positions Paid</b>	1,055	1,014
<b>% of Planned Level Paid</b>	96%	93%
<b>Average Cost per Position</b>	\$73,368	\$78,002

#### **PY 2007**

During PY 2007, DVOP specialists served 350,318 participants, transitioning service members, veterans and other eligible persons. Of this total, 50,926 (15%) were disabled veterans, 131,948 (38%) were campaign badge veterans, 9,496 (3%) were transitioning service members and 64,794 (18%) were recently separated veterans. The table below depicts the outcomes achieved as a result of services provided by DVOP specialists in PY 2007.

<b>Veterans Served by DVOP Specialists in PY 2007</b>	<b>Veterans/ Eligible Persons</b>	<b>Disabled Veterans</b>
<b>Number of Veterans who Entered Employment</b>	153,728	19,254
<b>Entered Employment Rate</b>	64.2%	59.4%
<b>Employment Retention Rate</b>	81.7%	80.9%

**LVER:** LVER staff have been providing employment services to veterans for the past 64 years. The program was first authorized under the original “GI Bill”, the Servicemen’s Readjustment Act of 1944 (P. L. 78-396), and amended by the JVA. The LVER program is codified at 38 U.S.C. § 4104. Most recently, P.L. 109-461 amended the LVER statute requiring LVER staff appointed to the position on or after January 1, 2006 to receive training from the NVTI within three years of appointment.

LVER staff are located in service delivery points - such as One-Stop Career Centers - throughout the states. Their specific responsibilities are to:

- Conduct outreach to employers in the area to assist veterans in gaining employment;
- Provide seminars for employers and, in conjunction with employers, conduct job search workshops and establish job search groups for job-seeking veterans; and
- Facilitate and provide employment, training, and placement services to veterans under the applicable state employment service delivery system.

Since LVER staff are primarily responsible for conducting outreach to employers to assist veterans in gaining employment, LVER staff are required to receive Labor Employment Specialist and Promoting Partnerships in Employment training through the NVTI within three years of appointment.

The table below indicates that in FY 2008, \$71,745,000 was allocated to support 971 LVER positions. This is a decrease of 103 projected LVER staff in FY 2008 compared to the previous year. The actual number of LVER positions supported was 890 or 91.7% of the planned level. The average cost per LVER position was \$80,612.

In accordance with the JVA, each state establishes the appropriate number of LVER staff and allocates a corresponding share of its Jobs for Veterans State Grant funds to support those staff members each year. States faced recruiting challenges in seeking qualified candidates for employment as LVER specialists. These challenges, along with other administrative factors, contributed to an increase in the unit cost for each LVER position, which reduced the number of LVER staff that could be supported with program funds.

<b>LVER STAFF</b>	<b>FY 2007</b>	<b>FY 2008</b>
<b>LVER Funding</b>	\$72,374,083	\$71,745,000
<b>Projected LVER Staffing</b>	1,074	971
<b>Actual LVER Positions Paid</b>	983	890
<b>% of Planned Level Paid</b>	92%	91.7%
<b>Average Cost per Position</b>	\$73,625	\$80,612

#### **PY 2007**

During PY 2007, LVER staff served 363,481 participants, transitioning service members, veterans and other eligible persons. Of this total, 40,906 (11%) were disabled veterans, 141,249 (39%) were campaign badge veterans, 12,553 (3%) were transitioning service members and 58,741 (16%) were recently separated veterans. The table below depicts the outcomes achieved as a result of services provided by LVER staff in PY 2007.

<b>Veterans Served by LVER Staff in PY 2007</b>	<b>Veterans/ Eligible Persons</b>	<b>Recently Separated Veterans</b>
<b>Number of Veterans who Entered Employment</b>	171,002	33,009
<b>Entered Employment Rate</b>	64.3%	66.9%
<b>Employment Retention Rate</b>	81.6%	82.5%



# STATE OUTCOME ANALYSIS FOR VETERANS AND DISABLED VETERANS

## PERFORMANCE ANALYSIS

The workforce investment system supports economic growth; provides workers with the information, advice, job search assistance, and the supportive services they need to get and keep good jobs; and provides employers with skilled workers in demand industries and occupations. These programs serve employers and job seekers at no cost to the employer or the job seeker. They also provide priority of service and supplementary assistance to veterans, disabled veterans and other eligible persons (see 38 U.S.C. § 4215).

In PY 2007 VETS continued to implement a system to measure the performance of the One-Stop Career Center system regarding services to veterans. There are currently two key measures of performance for state-based programs:

- Entered Employment Rate (EER), which is the percent of the participants served who are employed in the first quarter after exit; and
- Employment Retention Rate (ERR), which is the percent of those entering employment who are still employed in the second and third quarters following the quarter in which they exited.

These two performance measures are applied to the outcomes achieved separately for disabled veterans and for all veterans (including disabled veterans). These two measures, as defined under the Employment and Training Administration's (ETA) Common Performance Measures Policy, were applied during PY 2007.

The EER and ERR performance measure targets were negotiated between the Director for Veterans' Employment and Training (DVET) located in each state and the State Agency administrative staff. One set of negotiated performance measure targets was for all veterans receiving One-Stop employment services, and the second set was for those veterans served by DVOP specialists and LVER staff. There is an expectation that states will set their targets for outcomes high enough to be challenging, but still remain achievable. If a state falls short of its negotiated targets VETS, through the appropriate DVET, provides technical assistance to help the state achieve success in providing veterans with services that lead to viable opportunities for employment.

In some instances, the negotiations were conducted simultaneously with the ETA regional staff during negotiations of state performance goals for the Workforce Investment Act (WIA) programs. Mutually agreed upon targets for veterans were included in the states' plan of service under the Jobs for Veterans State Grant.

Common Measures are an integral part of the performance accountability system. The clear value of implementing Common Measures is the ability to describe the core purposes and outcomes of the workforce system by crossing agency lines. The new system replaces multiple sets of performance outcomes based on different definitions and methodologies that have burdened states and grantees. The new system answers:

- How many unemployed people went to work?
- How many of those employed remained at work?
- What are the average earnings of individuals who are placed in employment?

By minimizing the number of different reporting and performance requirements, common performance measures facilitate the integration of service delivery, reduce barriers to cooperation among service providers, and enhance the ability to assess the effectiveness and impact of the workforce investment system. VETS will continue to work with ETA to collect data on program activities, participants, and outcomes from states and grantees that provide services to veterans.

For PY 2008, VETS is piloting three Grant-Based measures applicable to all veterans based on the consolidated results from the VETS-200 C Report. The pilot implements the Jobs for Veterans Act requirement that the DVOP and LVER measures take into account the difficulty of serving veterans with particular barriers to employment and responds to a similar recommendation by the Government Accountability Office (GAO). However, based upon the clear separation of roles and responsibilities reflected in law and in policy guidance, VETS does not intend to consolidate the Grant-Based measures that apply to measures for disabled veterans (currently applied to DVOP only) and the measures for recently separated veterans (currently applied to LVER only). Additionally, the pilot will also apply an Average Earnings (AE) measure for the Grant-Based measures and for the One-Stop measures. The AE measure will be based on the average earnings of those entering employment who are still employed in the second and third quarters following the quarter in which they exited.

## INCENTIVE AWARD ANALYSIS

The JVA requires performance incentive awards for quality employment, training and placement services to be administered by states. The JVA stipulates that one percent of a state's total grant allocation shall be used for this purpose. The intent is to:

- Encourage the improvement and modernization of employment, training and placement services for veterans; and
- Recognize eligible employees for excellence in the provision of such services, or for having made demonstrable improvements in the provision of services to veterans.

Generally, incentive awards are cash awards for individual recipients. However, non-financial incentives may be awarded in lieu of, or in combination with, cash awards as outlined in an approved State Veterans' Services Plan.

With the passage of the Veterans' Benefits, Health Care and Information Technology Act of 2006 (P.L. 109-461), enacted December 22, 2006, states were provided additional flexibility to include employment service offices and One-Stop Career Centers as eligible recipients of Incentive Award funds. In accordance with the amendments made to 38 U.S.C. § 4112, office award recipients may use their incentive awards "for any purpose."

One percent of the total funds authorized in FY 2008 (\$1,533,300) were set aside for incentive awards. Thirty-five states (including the District of Columbia and the Virgin Islands) were awarded \$1,050,090 in FY 2008 incentive award funds. This is one less state than the number that received incentive award funds in FY 2007. Of the thirty-five states awarded incentive

award funds, twenty states fully utilized all of the incentive funds authorized and fifteen states expended a portion of their funding for a total of \$893,875 expended on incentive awards. The amount expended on incentive awards for FY 2008 is \$255,000 more than what was expended in FY 2007. Of the \$893,875 expended on incentive awards, \$456,784 was awarded to DVOP specialist or LVER staff, \$160,206 was awarded to other employment staff and \$276,885 was awarded to employment offices. More than 54% of the incentive awards made to staff were cash awards. The remaining eighteen states (including Puerto Rico) declined use of any incentive award funding due to legislative restrictions, state policy, union agreements or other unspecified reasons.

## HOMELESS VETERANS' REINTEGRATION PROGRAM (HVRP)

The HVRP authorized at 38 U.S.C. 2021, was modified by Section 5 of P.L. 107-95, the Homeless Veterans Comprehensive Assistance Act of 2001 (HVCAA), and was extended through FY 2009 by Section 203, P.L. 109-233, the Veterans Housing Opportunity and Benefits Improvement Act of 2006. The HVRP provides employment and training services to assist in reintegrating homeless veterans into meaningful employment within the labor force and to stimulate the development of effective service delivery systems that will address the complex problems facing homeless veterans. HVRP is the only nationwide program focusing exclusively on employment of veterans who are homeless.

HVRP funds are awarded to eligible entities through a competitive grant process outlined in the Solicitation for Grant Applications. Eligible entities include state and local workforce investment boards, state agencies, local public agencies, and private non-profit organizations including faith-based and community organizations. HVRP grantees provide an array of services utilizing a "holistic" case management approach that directly assists homeless veterans as well as provides critical linkages for a variety of supportive services available in their local communities. The program is employment focused and homeless veterans receive customized employment and training services in order to assist them to successfully transition into the labor force. Homeless veterans receive occupational, classroom and on-the-job training as well as job search and placement assistance, including follow-up services. HVRP grantees plan to assist over 15,000 veterans in PY 2008.

During the performance period July 1, 2008 through June 30, 2009, appropriated funding was \$23.620 million, which represents an eight percent increase over the PY 2007 appropriation of \$21.809 million. During PY 2007, the number of participants, the number of veterans who entered employment, and the number of veterans who retained their employment for longer than 180-days increased slightly, while the cost per participant (\$1,511) and placement (\$2,837) dropped by a small amount over PY 2006.

VETS awarded a total of 91 HVRP grants including 16 newly competed grants and 75 current grants receiving second- and third-year funding for PY 2008, which began in July 2008. In addition, HVRP also provided second-year funding for two cooperative agreements to assist in developing the HVRP National Technical Assistance Center. The center provides technical assistance to current grantees, potential applicants and the public; gathers grantee best practices, conducts employment-related research on homeless veterans; conducts regional grantee training sessions and self-employment boot camps; and performs outreach to the employer community to increase job opportunities for veterans.

## HOMELESS VETERANS STAND DOWNS

VETS utilizes a portion of HVRP funds to support stand down activities. VETS allows all of its competitive grantees to budget and expend up to \$10,000 of their existing funds per year to support stand down events since they are considered to be an effective means of outreach. Stand down events are a gateway for many homeless veterans into a structured housing and reintegration program.

A stand down is an event held in a local community where a variety of social services are provided to homeless veterans. Stand down organizers partner with local business and social service providers to provide critical services such as:

- Shower facilities/haircuts;
- Meals;
- Legal advice;
- Medical examinations;
- Dental treatment;
- Hygiene care kits;
- Immunizations;
- Information on veterans benefits;
- Information on training and employment opportunities; and
- Emotional support and camaraderie amongst other veterans.

The maximum amount awarded to HVRP eligible entities (that do not have a competitive HVRP grant) to support a stand down event is \$7,000 for a one (1) day event and \$10,000 for a multi-day event. During FY 2008, VETS awarded \$351,000 in non-competitive grants for 46 stand down events that provided direct assistance to 3,789 homeless veterans.

## VETERANS' WORKFORCE INVESTMENT PROGRAM (VWIP)

The VWIP is authorized by Section 168 of P.L. 105-220, the Workforce Investment Act of 1998. The primary objectives of VWIP are to provide services to assist in reintegrating eligible veterans into meaningful employment within the labor force and to stimulate the development of effective service delivery strategies that will address the complex problems facing those veterans eligible for VWIP. Eligible veterans include:

- Veterans with service-connected disabilities;
- Veterans who have significant barriers to employment;
- Veterans who served on active duty in the armed forces during a war or in a campaign/expedition for which a campaign badge has been authorized; and
- Veterans who were discharged four years or less prior to entering participation.

VWIP funds are awarded to eligible organizations through a competitive grant process. Eligible organizations include state and local workforce investment boards, states and state agencies, local public agencies, and private non-profit organizations including faith-based and community-based organizations.

VWIP grantees provide an array of services utilizing a case management approach that directly assists veterans and that also provides critical linkages with a variety of supportive services available in their local communities. The program is employment-focused and veterans receive the employment and training services they need in order to re-enter the labor force.

In PY 2007, VWIP grants totaling \$6.9 million provided training for 3,625 veterans who also may have been eligible for services through other Workforce Investment Act programs for economically disadvantaged or dislocated workers. In PY 2007, the entered employment rate held steady at 65%. The average cost per participant (\$1,727) and the average cost per placement (\$2,837) decreased slightly over the previous program year primarily due to an increase in the overall management experience of the VWIP grantees.

## TRANSITION ASSISTANCE PROGRAM (TAP)

The TAP for separating and retiring service members is a cooperative effort between VETS, the Department of Defense (DoD), Department of Homeland Security (DHS) and the VA. Since 1990, TAP Employment Workshops have provided job preparation assistance to over two million separating and retiring military members.

Title 10 U.S.C. Chapter 58, requires DOL to assist the DoD, DHS and VA in providing transition assistance services to separating service members and their spouses. In September 2006 these agencies signed a new Memorandum of Understanding for the TAP and Disabled TAP (DTAP). VETS provides employment search workshops based on projections made by each of the Armed Services and the DHS (for the U.S. Coast Guard). P.L. 108-183 added Section 4113 to Title 38, U.S.C Chapter 41 mandating VETS to provide TAP services at military installations overseas. DVOPs and LVERs are the primary source for stateside facilitation of the TAP Employment Workshop. However, because of the distance between many state employment offices and the military installations, and the rapid increase in workshop participants, contract facilitators were added in early FY 1992 and supplemented by Federal staff in FY 1996.

### **TAP Employment Workshops**

TAP Employment Workshops are standardized so that all attending service members/spouses receive the same high level of instruction. Participants also receive an evaluation of their employability relative to the current job market. The course curriculum covers two and one-half days of classroom instruction and provides information on a variety of topics including:

- Career exploration;
- Resume preparation;
- Strategies for an effective job search;
- Interview techniques;
- Reviewing job offers;
- Prevention of homelessness;
- Entrepreneurship information; and
- Other available support and assistance.

VETS requires that all TAP facilitators receive training conducted by the NVTI at the University of Colorado in Denver. All TAP attendees receive the same student manual and all TAP facilitators receive the same facilitator manual. Both the TAP Employment Workshop manual and the facilitator manual are available via the Internet through the NVTI web site.

### **Domestic Activity**

The table on the following page provides a comparison of TAP activity between FY 2007 and FY 2008.

### National Rollup of Domestic TAP Activity – Comparison of FY 2007 & FY 2008

	FY 2007	FY 2008	# Difference	% Difference
<b>Workshops</b>	4,108	3,525	- 583	- 14%
<b>Participants</b>	134,324	120,875	- 13,449	- 10%

#### Reserve and National Guard

VETS began offering TAP Employment Workshops to members of the Reserve and National Guard returning from active duty assignments in FY 2005. DVETs coordinate closely with their respective grantees to ensure staff are available to facilitate TAP Employment Workshops for returning Reserve component service members. Additionally, DVETs work directly with officials of the State Adjutant General offices and local reserve unit commanders to advertise the availability of TAP Employment Workshops to their returning service members. In addition, VA representatives provide pertinent information on benefits, education assistance and Post Traumatic Stress. Spouses are encouraged to attend these workshops.

#### FY 2008

In FY 2008, following a strategic planning exercise with DoD, the VA, and representatives from private industry, VETS began work on two strategic initiatives: 1) fielding a standard TAP Employment Workshop presentation; and 2) the review and redesign of the TAP Employment Workshop curriculum. VETS developed and implemented the use of one standard TAP Employment Workshop presentation and facilitator guide to ensure consistency of content and delivery of the workshop material regardless of the service member's location. In addition, VETS began work on submitting a proposal for a contract to review and redesign the TAP Employment Workshop curriculum. This contract work will be conducted during FY 2009.

#### Overseas Activity

In the past, DoD provided the career transition support services at overseas military installations. The Assistant Secretary for VETS noted that this is a VETS responsibility and directed staff to develop a plan to offer TAP Employment Workshops at all military installations. After coordination with DoD, VETS initially sent four Federal staff (all VETS employees) to Japan, Korea and Germany.

Status of Forces Agreements (SOFA) with host countries are needed to allow contractor and VETS' staff to provide workshops on a regularly scheduled basis. VETS has successfully completed SOFA requirements in Japan, Korea, Germany, Guam, England and Belgium.

Due to SOFA restrictions in Italy, VETS Federal employees continued to facilitate TAP Employment Workshops in FY 2007. During FY 2008, DoD resources facilitated TAP Employment Workshops in Italy. As a long-term solution, VETS is continuing negotiations on a SOFA and exploring the possibility of using an existing DoD contract as a mechanism to provide TAP Employment Workshops.

VETS currently offers TAP Employment Workshops at 54 sites in Germany, the United Kingdom, Guam, Japan, Korea, Belgium and Italy. In FY 2008, VETS began offering TAP Employment Workshops at Lajes Field in the Azores (Portugal). Under future expansion plans, VETS will provide workshops at locations in Bahrain, Turkey, Portugal, Iceland and Spain.



VETS is working toward being able to provide TAP Employment Workshops at all overseas military installations where the DoD has requested this service. The table below provides a comparison of the number of workshops delivered and total participants between FY 2007 and FY 2008.

**Rollup of Overseas TAP Activity – Comparison of FY 2007 & FY 2008 Data**

	<b>FY 2007</b>	<b>FY 2008</b>	<b># Difference</b>	<b>% Difference</b>
<b>Workshops</b>	608	579	- 29	- 5%
<b>Participants</b>	12,618	9,796	- 2,822	- 22%

## COMPLIANCE AND INVESTIGATIONS

VETS is responsible for administering three Federal compliance programs which provide employment protections for veterans. The Uniformed Services Employment and Reemployment Rights Act (USERRA) provides reemployment rights and protects veterans from employer discrimination due to military obligations; the Federal Contractor Program requires that federal contractors and subcontractors report at least annually the number of special disabled veterans and Vietnam-era veterans in their workforce by job category and hiring location. The third compliance program is the Veterans Employment Opportunities Act (VEOA) that provides protection to those who are eligible for preference when applying for Federal jobs and during a Federal reduction-in-force. In addition, VEOA allows certain veterans who served in the military for 3 years or more under honorable conditions and preference eligibles, to apply to job openings that a Federal agency announces outside its own workforce under merit promotion procedures.

### UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

The USERRA (38 U.S.C. §§ 4301-4335) of 1994, as amended provides reemployment rights and anti-discrimination protections for veterans as well as members of the National Guard and Reserves. VETS administers and enforces the statute with the assistance of the Department of Justice (DOJ), the Office of Special Counsel (OSC) and the DoD.

VETS' goal is the smooth reintegration of all returning service members into the civilian workforce. This is accomplished through an aggressive series of pre-deployment and demobilization briefings, employment seminars and Internet-based information. VETS also provides technical assistance to employers and service members, conducts investigations into alleged violations, mediates disputes, and refers unresolved claims to the DOJ or the OSC for litigation as appropriate.

VETS' interactive elaws Advisor at [www.dol.gov/elaws/userra.htm](http://www.dol.gov/elaws/userra.htm) provides information for employers and employees on their eligibility, responsibilities, and obligations under USERRA. For those veterans who seek further formal assistance, USERRA complaint forms (Form 1010) and associated instructions are also available through the Advisor.

This program is covered in detail in a separate USERRA Annual Report to Congress. The most current report is available on the Web at <http://www.dol.gov/vets/>.

# VIETNAM ERA VETERANS' READJUSTMENT ASSISTANCE ACT OF 1974

## **VETERAN EMPLOYMENT EMPHASIS UNDER FEDERAL CONTRACTS**

The office of Federal Contract Compliance Programs (OFCCP) administers and enforces the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 ("VEVRAA"). The VEVRAA statute at 4107(c) of this title requires the Secretary of Labor to include as part of this annual report the number of complaints filed pursuant to subsection (b) of this section. In FY 2008, OFCCP investigated 41 veteran cases. Of the 41 cases, 35 were closed with no violations. Financial agreements were reached in 6 cases which resulted in compensation for 17 veterans. In addition, 5 of the 17 veterans also received an offer of employment; 1 veteran was reinstated by the contractor.

## **FEDERAL CONTRACTOR VETERANS' EMPLOYMENT PROGRAM (VETS-100 REPORT)**

The VEVRAA, 38 U.S.C. 4212(d), required Federal contractors and subcontractors awarded a Federal contract of \$25,000 or more prior to December 1, 2003 to report annually to the Secretary of Labor the number of employees who are:

- Special disabled veterans;
- Vietnam Era veterans;
- Recently separated veterans (within 12 months following discharge from active duty); and
- Veterans who served on active duty in the U.S. military during a war or campaign or expedition for which a campaign badge is awarded.

These groups of covered veterans are reported for each hiring location and are allocated in specific job categories. The Act also required reporting on the number of new employees hired during the reporting year who belong to the specified categories of covered veterans. The regulations that implement this requirement are found in 41 Code of Federal Regulations (CFR) Part 61-250.

- The JVA amendments changed the reporting requirements for contracts entered into after December 1, 2003. The dollar amount of the Federal contract that triggers a contractor's obligation to report on veterans' employment increased to \$100,000 or more and the categories of veterans that contractors track and report changed. The new reported categories of veterans are:
- Disabled veterans;
- Veterans who served on active duty in the U.S. military during a war or campaign or expedition for which a campaign badge is awarded;
- Veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985; and
- Recently separated veterans (within 36 months from discharge from active duty).

In 2008 the DOL promulgated new regulations to implement the change to the reporting requirements. The regulations are published in 41 Code of Federal Regulations (CFR) Part 61-300. In addition, the DOL recently revised the regulations in 41 CFR Part 61-250 to incorporate the amendment to VEVRAA made by the Veterans' Benefit and Health Care Improvement Act of

2000 (“VBHCIA”). These new reporting requirements will apply to reports submitted for FY 2009 and future years.

A comparison table containing the data required in FY 2008 to previous years follows.

**Annual Comparison Table**

<b>Category</b>	<b>*2008</b>	<b>2007</b>	<b>2006</b>
Total Federal Contractors	22,159	21,428	16,927
Single Establishments	18,943	18,741	10,343
Multiple Establishment Organizations	8,690	8,347	8,189
Multiple Establishment Hiring Organizations	46,903	46,571	161,504
Multiple State Consolidated Reports	10,177	9,288	4,847
Total Reports Submitted	84,713	82,947	185,333
Regular Vietnam Era Veterans	341,000	361,039	339,224
Regular Special Disabled Veterans	62,020	54,793	94,903
Recently Hired Vietnam Era Veterans	32,007	38,849	34,380
Recently Hired Special Disabled Veterans	15,466	13,288	11,426

\*2008 data is preliminary and will be updated in the VETS 2009 reports.

## VETERANS' EMPLOYMENT OPPORTUNITIES ACT (VEOA)

The VEOA, 5 U.S.C. § 3330a, was signed into law on October 31, 1998, providing improved redress for preference eligibles and transferring certain administrative responsibilities for assuring that they receive applicable preferences to VETS.

Veterans are entitled to employment preference for most Federal civil service jobs based on when they served, how long they served, and any service-connected disability. Veterans' Preference entitles preference eligibles to additional five or ten points on examinations that are scored numerically, it provides for the consideration of preference eligibles ahead of non-preference eligibles within a quality category, and it protects preference eligibles during a Reduction in Force.

Section 3304(f) of title 5, United States Code, allows preference eligibles or veterans who have been separated from the armed forces under honorable conditions after 3 years or more of active service to apply for certain Federal merit promotion opportunities. This group of individuals may not be denied the opportunity to compete for vacant positions for which the agency recruiting for the announcement is accepting applications from individuals outside its own workforce under merit promotion procedures. Those veterans mentioned above with 3 years of active service are not required to be preference eligibles to gain access to jobs under the VEOA.

The most significant impact of the VEOA is that VETS, and not the Office of Personnel Management, investigates complaints of violations of Federal veterans' preference law and denial of access to vacant positions for those individuals described above, that are announced outside an agency's workforce. VETS investigates each complaint and tries to bring about voluntary compliance. If resolution cannot be achieved within 60 days, the claimant may appeal to the Merit Systems Protection Board (MSPB). If the MSPB issues an adverse decision, an appeal may be taken to the Court of Appeals for the Federal Circuit; if it fails to issue a judicially reviewable decision within 120 days the claimant may seek judicial redress in U.S. District Court.

VETS has developed the "Veterans' Preference Advisor" to provide electronic information and advice to employers and employees on veterans' preference issues. It also helps veterans to determine the type of preference and benefits to which they are entitled, explains how to file a complaint, and provides an electronic claims form that can be downloaded, completed and mailed or submitted electronically. The Advisor can be found on the Department's elaws site at <http://www.dol.gov/elaws/vetspref.htm>.

The table below indicates the total number of Veterans' Preference cases investigated during FY 2008. Of the 541 complaints received in FY 2008 and the 47 cases carried over from FY 2007, VETS resolved 543 cases (92%). On average, those cases were resolved in 30 days. The remaining 45 cases were carried over into FY 2009.

**TABLE 1: VETERANS' PREFERENCE CASES – FY 2008**

Cases Carried over from FY 2007	47
Cases Opened during FY 2008	541
Total Cases	588
Cases Closed during FY 2008	543
Cases Carried to FY 2009	45

# VETS' INITIATIVES

## RECOVERY & EMPLOYMENT ASSISTANCE LIFELINES (REALIFELINES)

The REALifelines initiative is a DOL project conducted in collaboration with the DoD and the military service branches. It creates a seamless, personalized assistance network to ensure that seriously wounded and injured service members and their spouses are trained for and employed in rewarding careers in the civilian labor force.

The program is focused on America's recovering wounded and injured in the Global War on Terror. Dedicated REALifelines professionals meet personally with severely wounded or injured service members at Military Treatment Facilities (MTF) around the country who will be transitioning into the civilian workforce. In addition, REALifelines experts staff the Military OneSource in Arlington, Virginia to coordinate field efforts and work in partnership with DoD, the military services and other federal agencies on employment and training issues.

More than 7,500 service members, spouses or veterans have been assisted in some way since the beginning of the program. Of those service members, over 1,200 participants have entered civilian employment, while over 1,500 participants have returned to active duty.

The program started at Walter Reed Army Medical Center and Bethesda National Naval Medical Center in FY 2004. The project expanded to Madigan Army Medical Center in Washington in FY 2005, and in FY 2006 VETS established a presence at Brook Army Medical Center, Texas; Naval Medical Center, California; Tripler Army Medical Center, Hawaii; and Fort Carson, Colorado. REALifelines staff located both part- and full-time at these facilities assist each person to discover his or her special interests and unique talents to help guide their right career path. They also answer questions and provide insight into the processes for exploring and selecting new job and vocational training opportunities.

VETS also developed the REALifelines Advisor which is an on-line resource developed to provide veterans and transitioning service members wounded and injured as a result of the War on Terrorism and their family members with valuable information and access to contact information for one-on-one employment assistance and resources to facilitate their reintegration back into the civilian workforce. The REALifelines Advisor is located on the Department's elaws Web site at <http://www.dol.gov/elaws/realifelines.htm>.

An invaluable component of the REALifelines program is the connection made to the local Career One-Stop Career Center in the home region to which the service member will return. This connection ensures that those who cannot return to active duty are trained for or re-enter rewarding new careers. The DVET in each state is responsible for referring returning veterans for services. In addition to assisting wounded and injured veterans, job training and employment services also will be made available to spouses in families that have suffered an active duty casualty, as well as to family members who have temporarily left their jobs to be with their loved ones during their recovery.

During FY 2008, VETS expanded the REALifelines program into over 20 MTFs located throughout the nation. Through this expansion, REALifelines personnel established solid

working relationships with the U.S. Army Warrior Transition Units and the U.S. Marine Corps Warrior Transition Battalions by improving their overall networking to better serve our injured/wounded service members and their families.

To further improve the service logistics and communication network, a national REALifelines training conference was conducted at the NVTI located in Denver, CO. This conference brought together REALifelines staff members and personnel from strategic support agencies in an effort to improve the communications and coordination among individuals implementing various aspects of the REALifelines program. In addition, the REALifelines program instituted and updated reporting the process, developed a program Technical Assistance Guide to standardize service across Regions, and continued the process of updating the current MOU between DoD and DOL to improve the program's ability to collect and share data at the MTF.



## THE HIRE VETS FIRST CAMPAIGN

The authorization for the President's National Hire Veterans Committee expired in FY 2006. During its time, the Committee initiated the Hire Vets First Campaign, an outreach program with the website [www.hirevetsfirst.gov](http://www.hirevetsfirst.gov) as its cornerstone. Using the HireVetsFirst logo, VETS provided a national umbrella and brand for veterans' employment initiatives. During FY 2008, VETS continued to use the website and brand to reach employers interested in hiring veterans.

Throughout FY 2008, the HireVetsFirst website consistently attracted about 1,000 unique visitors per day. Consistent with that high level of activity, VETS participated in the Society for Human Resource Management's national convention to reach human resource managers from across the country. In addition, the August 18, 2008 edition of *Fortune* magazine featured HireVetsFirst in a special advertising section. These activities supported the branding concept and contributed to employers' awareness of veterans' positive attributes as candidates for employment.

Focusing on Veterans' Day in 2007, the HireVetsFirst campaign coordinated its activities with state workforce agencies nationwide in conducting a veteran's only job fair blitz. This initiative produced a total of 114 job fairs, with at least one in every state. Over 30,000 veterans or service members attended these events in which nearly 4500 employers participated. A national press launch resulted in numerous articles in local newspapers. In addition, it is estimated that stories on veterans' employment were seen by over six million local TV viewers. The overall increase in national visibility that the HireVetsFirst campaign gained from these initiatives resulted in a sharp increase in traffic to the HireVetsFirst website.





## THE ADVISORY COMMITTEE FOR VETERANS EMPLOYMENT, TRAINING AND EMPLOYER OUTREACH (ACVETEO)

The Advisory Committee on Veterans' Employment, Training, and Employer Outreach (ACVETEO) was established pursuant to Title II of the Veterans' Housing Opportunity and Benefits Improvement Act of 2006 (P.L. 109-233) and Title VI of the Veterans Benefits, Health Care and Information Technology Act of 2006 (P.L. 109-461) to replace the Advisory Committee on Veterans Employment & Training (ACVET). The law was amended to reflect new outreach duties assigned to the Assistant Secretary for Veterans' Employment and Training and to change the membership of the committee.

The ACVETEO is responsible for assessing the employment and training needs of veterans and their integration into the workforce and determining the extent to which the programs and activities of the DOL are meeting these needs. The Committee will also assist in carrying out relevant outreach to employers seeking to hire and learn more about veterans' employment opportunities. The law requires the Committee to meet quarterly and to make recommendations and submit an annual report to the Secretary and the Congress.

The ACVETEO must consist of at least 12, but no more than 16, individuals appointed by the Secretary of Labor. These individuals represent veterans' service organizations, business, employment, training, labor, state workforce agencies, the National Governors Association, rehabilitation and ex-officio members representing the Secretaries of Veterans Affairs and Defense, the Director of the Office of Personnel Management, the Assistant Secretary for Veterans Employment and Training, and the Administrator of the Small Business Administration. The private sector members came from veteran friendly hiring companies such as General Electric, Home Depot, General Motors and Starbucks. Twelve (12) of the 15 members are veterans and the Chairman was formerly the head of the state workforce system of Florida.

The ACVETEO met four times in FY 2008. The meetings were held in Tampa, Denver, Washington, DC and San Diego. The committee devoted considerable attention this fiscal year to revamping the transition assistance program's (TAP) employment workshop. They have recommended steps that resulted in a two year strategic plan for VETS' TAP program. While meeting at important transition locations for their meetings, the committee was able to personally review field operations under the REALifelines programs, HVRP and TAP Employment Workshops as well as meet numerous federal staff and state veterans' employment coordinators. The Denver meeting was established so that the committee could observe the activities of the NVTI. The San Diego meeting included visits to three major military installations to observe VETS' programs in progress including the Naval Hospital at San Diego to participate in a graduation ceremony of a successful REALifelines reintegration program for the wounded and injured. Employers on the ACVETEO worked collaboratively with VETS and the Employment and Training Administration to develop a compelling and useful presentation for use with employers that presents the business case and value of hiring veterans but also provides practical suggestions on how to develop veteran focused hiring policies and practices, highlighting the work of employers who have implemented these approaches. The presentation will be shared broadly with workforce investment system partners and specifically with those who work with employers, to increase and support veteran hiring.

## VOCATIONAL REHABILITATION AND EMPLOYMENT (VR&E)

During FY 2008, VETS continued to focus on serving those disabled veterans who participate in the Vocational Rehabilitation and Employment (VR&E) program, which is administered by the VA. The ultimate goal in this partnership is successful job placement and adjustment to employment for disabled veterans without duplication, fragmentation, or delay in the services provided.

Interagency initiatives to increase the employment opportunities and placements for service-connected disabled veterans who participate in VR&E continue to improve. DOL/VETS and VA/VR&E have been implementing an updated Memorandum of Agreement (MOA) outlining the process – and responsibility – to work together to maximize the services both agencies provide on behalf of disabled veterans and their dependents.

VETS and VR&E established three work groups identified in the new MOA. VETS' participants include one individual from each of VETS' six regions and two individuals from the national office. The goal of each work group is to improve the quality of employment services and job placements for veterans with disabilities. Each work group has an established list of roles and responsibilities that direct their efforts. The work groups are:

- Performance Measures for Assessment of Partnership Program Results;
- Curriculum design; and
- Joint Data Collection, Analysis, and Reports.

VETS also furnishes the VA VR&E with quarterly data and the final fiscal year roll up data to include:

- Number of job ready veterans referred from VR&E to local employment offices for intensive employment assistance;
- Number and registration rates of veterans referred to the local employment offices for services;
- Numbers and entered employment rates of veterans who registered with local employment offices; and
- Average entry hourly wage for those who entered employment.

Much of VETS' interface with the VR&E program is through the workforce investment system. Accordingly, VETS continues to work in partnership with its Jobs for Veterans State Grant recipients on behalf of VR&E job-ready veterans who are referred to and registered with the State Workforce Agencies for intensive employment services. Therefore, in conjunction with the interagency initiatives underway at the national level, most of the grantees and their counterpart VA/VR&E agencies also have updated, as needed, their local written agreements.

### **FY 2008**

The table below compares the levels of referral, registration and entry into employment for FY 2007 and FY 2008 for disabled veterans who have completed VR&E and have been referred to the State Agency for intensified employment services. These results indicate that the number

of veterans referred by VA increased by eight percent and the number registered by the SWAs increased by nine percent. The number of veterans entering employment declined by four percent, while their rate of entry to employment declined by eight percentage points (from 66 percent to 58 percent). Finally, there was an increase of 18 percent in the average entry hourly wage.

**Key Measures of VETS/VR&E Performance for FY 2007 and FY 2008**

<b>Fiscal Year</b>	<b>Veterans Referred from VA to SWA</b>	<b>Veterans Registered by SWA</b>	<b>Veterans Entered Employment</b>	<b>Average Entry Wage*</b>
2007	6,520	5,549	3,662	\$13.64 per hour
2008	7,060	6,068	3,516	\$16.16 per hour

The work groups established under the MOA will continue to monitor information, such as that presented above. During FY 2008, a demonstration project, which explores how to improve the overall processes, was implemented in eight sites. During FY 2009, this process improvement initiative will be rolled-out nationwide.

## PRIORITY OF SERVICE

### **Background**

The DOL has a long history of providing priority of service to veterans. Even before the Jobs for Veterans Act (JVA) of 2002, in many states, veterans received priority in job postings, both electronically and in person. Currently, veterans and certain spouses receive priority of service in DOL funded qualified workforce preparation programs (as defined by 38 USC 4215(a)(2)). The term “priority of service” means, with respect to any qualified workforce preparation program, that a covered person shall be given priority over non-veterans for the receipt of employment, training, and placement services provided under that program, notwithstanding any other provision of law. As detailed subsequently in this section, the available data indicate that Department of Labor programs for adults served 1,265,856 veterans among their 15,251,277 customers during PY 2007. In other words, roughly 8 percent of those taking part in the workforce system are veterans.

### **Implementation of Priority of Service**

Priority of service was initiated by the enactment of the JVA of 2002 (Section 2 of P. L. 107-288), and applies to DOL-funded workforce preparation programs. Most of these programs have only general program eligibility requirements and do not target specific participant groups. However, DOL also administers a number of programs that have existing statutory targeting provisions that must be taken into account when applying veterans’ priority. The programs in which veterans receive priority of service include, but are not limited to:

#### ETA Programs:

- Wagner-Peyser Funded Programs;
- Trade Act Programs;
- WIA Adult, Dislocated Worker and Youth Programs;
- National Emergency Grants;
- Senior Community Service Employment Program;
- Indian/Native American and Migrant/Seasonal Farmworker Programs;
- Workforce Innovation in Regional Economic Development Grants;
- Projects authorized under WIA §171, including grants to smaller or grassroots entities such as faith-based and community organizations, and Offender grants under the Youth Offender Initiatives and the Serious and Violent Offender Reentry Initiative;
- ETA’s Electronic Workforce Tools, such as CareerOneStop;
- Prisoner Re-Entry Initiative;
- High Growth Grants; and,
- Community Based Job Training Grants.

#### Other partner Agencies/Offices:

- Job Corps
- The Women’s Bureau Grants and Initiatives;
- Office of Disability Employment Policy Pilot & Demonstration grants; and
- Bureau of International Labor Affairs Grants.

Veterans' Priority Provisions: The JVA (P.L. 107-288) establishes provisions for priority of service to veterans. The purpose is to provide priority of service to veterans and spouses of certain veterans for the receipt of employment, training, and placement services in any workforce preparation program directly funded, in whole or in part, by DOL. To obtain priority of service for a specific program, a veteran or eligible spouse must meet the statutory definition of a “covered person” and also must meet any other statutory eligibility requirements applicable to that program. ETA Training and Employment Guidance Letter (TEGL) No. 5-03 (September 16, 2003) provides general guidance on the scope of the veterans’ priority statute and its effect on current employment and training programs. The Veterans Benefits, Health Care and Information Technology Act of 2006 includes a provision requiring the Department of Labor to issue regulations implementing priority of service (38 USC 4215) within two years of enactment of this new statutory requirement.

DOL Strategies for Enhancing Services to Veterans: DOL has made it a departmental priority to develop and implement innovative and enhanced strategies for connecting veterans to good jobs and career opportunities. In addition to implementing the technical features of the JVA, these strategies promote overall systemic change in how the workforce system serves veterans. The “Key to Career Success” campaign, sponsored by ETA, was introduced in 2006 to galvanize the workforce system’s energy and desire to serve veterans. The campaign also provides promising practices and suggested service delivery strategies to ensure that veterans have access to the full array of resources available. Most importantly, the campaign is designed to bring more veteran customers to the 2,948 One-Stop Career Centers throughout the country.

Another campaign component is a tool kit for One-Stop Career Center staff serving veterans and other priority eligible persons. The tool kit includes a 15-page Resource Guide that details resources and policies on serving veterans and military service members. Also included are posters, table tents, and stickers as outreach material to promote the Key to Career Success campaign. The toolkit is also available and updated online on the Key to Career Success Transition Portal, <http://www.careeronestop.org/militarytransition>. The portal features a variety of resources to assist workforce professionals in connecting veterans with career planning, training, and job search to help smooth veterans’ transition to civilian life.

By connecting over 1.2 million veterans (146,929 disabled) to the workforce investment system, One-Stop Career Centers are helping to provide the support veterans need to be successful and competitive in the 21<sup>st</sup> century workforce. Building on this success, DOL continues to strive to increase veterans’ awareness of, access to, and use of the One-Stop service delivery system.

The CareerOneStop Web site ([www.careeronestop.org](http://www.careeronestop.org)) is an integrated suite of national Web sites that help businesses, job seekers, students, and workforce professionals find employment and career resources. CareerOneStop, sponsored by the Department of Labor, includes the following Web pages and related sites:

- America’s Career Info Net – a site that offers access to a wide array of current and accurate career and labor market information;
- America’s Service Locator – a tool that directs citizens to available workforce services and location information at the Federal, state and local level;
- O\*Net Online – a site that provides detailed information on occupational characteristics and skill requirements; and

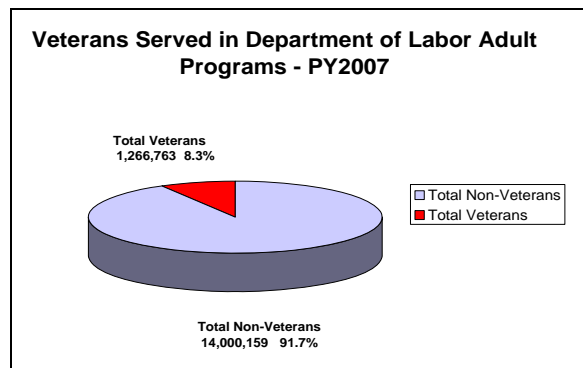
- Career Voyages – a site that provides information on high growth, high demand occupations along with the skills and education needed to attain those jobs.

One-Stop Services for Veterans with Disabilities: The One-Stop Career Center system has become increasingly accessible to all individuals with disabilities through initiatives such as the Disability Program Navigator, Work Incentive Grants, and the issuance of a Disability Checklist under Section 188 of the Workforce Investment Act. Over 146,000 individuals served at One-Stop Career Centers in PY 2007 identified themselves as disabled veterans.

Coordination with Faith-Based and Community Initiatives: The DOL Center for Faith-Based and Community Initiatives (CFBCI) works with grant-making agencies to develop innovative programs to foster partnerships between DOL-funded programs and faith-based and community organizations (FBCO). This cooperation is evident in ETA grants for Grassroots FBCO non-profits and grants for Workforce Investment Boards (WIBs) partnering with local FBCOs, and VETS' Homeless Veterans' Reintegration Program (HVRP) grants for intermediaries. In each case, CFBCI plays a policy guidance role, while ETA and VETS are responsible for competing and administering the grant programs. The same roles also exist in CFBCI's work with the Bureau of International Labor Affairs, the Occupational Safety and Health Administration, and the Office of Disability and Employment Policy. Accordingly, the monitoring of compliance with the Veterans' Priority of Service requirement is the responsibility of the DOL agency that administers grants, while the responsibility for application of the requirement is the responsibility of the participating grantees, which may include FBCOs. In order to provide support and assistance in this area to ETA and to the grantees responsible for implementing the Grassroots and WIB programs, CFBCI collaborated with ETA to design an online reporting system that captures demographic data on the veterans that each Grassroots and WIB grantee is serving.

### **The Veterans' Program Participation Rate for PY 2007**

The JVA requires the Secretary of Labor to evaluate whether covered persons are receiving priority of service and are being fully served by qualified job training programs, and whether the participation of veterans in such programs is in proportion to the rate of representation of veterans in the civilian labor force. Data for PY 2007, as displayed in the pie chart below, indicate that: a) adult employment and training programs subject to veterans' priority of service provisions (38 U.S.C. § 4215) served 1,266,763 veterans among their 15,266,922 participants and exiters; and, b) the participation rate for veterans in these DOL-funded adult programs was 8.3%. During PY 2007, veterans' rate of representation in the adult (i.e., 20 years of age and over) civilian labor force was 8.4%. Accordingly, the participation rate of veterans in DOL's adult workforce preparation programs for PY 2007 was comparable to the veterans' rate of representation in the adult civilian labor force during the same time period.



The table below breaks out the participation of veterans for PY 2007 according to the specific workforce development programs in which they participated. The overwhelming majority of the veterans served (92%) participated in programs operating within the context of Wagner Peyser, including those veterans who were served by DVOP specialists and LVER staff supported by VETS' Jobs for Veterans State Grants. Among the remaining programs, the highest veterans' participation rates were achieved by the Senior Community Service Employment Program (12.7%), the Trade Act Program (10%), and the WIA Dislocated Worker Program (8.5%).

There was an overall decrease in the veterans' participation rate in DOL programs from 9.3% for PY 2006 (see corrected results in the section below) to 8.3% for PY 2007. Most of the decrease can be attributed to two factors: 1) the closing of America's Job Bank, which included significant veteran participation in PY 2006 (14.4%); and, 2) the decrease in veteran participation in the Wagner Peyser Program from 9.1% to 8.4%. The decrease in the Wagner Peyser Program may reflect the increase of job seekers accessing electronic workforce information tools in response to the recession underway coupled with an underreporting of veteran status by those veteran job seekers who only took advantage of the self-services available through these electronic tools.

<b>PY 2007 DOL/ETA ADULT PROGRAMS:</b>	<b>Number of Veteran Participants/ Exiters</b>	<b>Veterans' Participation Rate in DOL Programs</b>	<b>Veterans' Rate of Representation in the Adult Civilian Labor Force – PY 2007</b>
<b>Public Labor Exchange/Wagner Peyser Program</b>	1,165,540	8.4%	<b>8.4%</b>
<b>WIA Adults*</b>	59,584	7.8%	
<b>WIA Dislocated Workers*</b>	20,138	8.5%	
<b>Senior Community Services Employment Program – Ages 55+ (veterans and eligible spouses)</b>	11,423	12.7%	
<b>America's Job Bank **</b>	N/A	N/A	
<b>National Emergency Grants**</b>	2,639	7.7%	
<b>Trade Act Program***</b>	4,376	10%	
<b>High Growth Grants***</b>	561	1%	
<b>Community Based Job Training Grants*</b>	2,167	3.5%	
<b>Indian and Native American Program*</b>	175	2.2%	
<b>National Farmworker Jobs Program – Adult*</b>	160	1%	
<b>Total Veterans/Overall Participation Rate</b>	<b>1,266,763</b>	<b>8.3%</b>	

**Source:** Employment and Training Administration Reports; most programs operate on a Program Year basis with the exception of the Trade program which operates on a Fiscal Year basis. The data for PY programs is for the quarter ending 06/30/2008.

**\*The WIA Adult and Dislocated Workers Programs, the Trade Act Program, the Indian and Native American Program, the National Emergency Grants, and the National Farmworker Jobs Program track exiters and not participants.**

**\*\*America's Job Bank was ended in PY 2007. There is no data available for the National Emergency Grants.**

**\*\*\*The H1B program has been replaced by the High Growth and Community Based Grant programs.**



### **Correction of the Veterans' Program Participation Rate for PY 2006**

In conjunction with preparing the FY 2008 Annual Report, the Department reviewed the veterans' program participation rates included in the FY 2006-2007 Annual Report. That review revealed that a transcription error resulted in overstating by 364,000 the number of veterans who participated in the public labor exchange/Wagner-Peyser program. Specifically, the FY 2006-2007 Annual Report stated that 1,688,656 veterans participated in DOL programs during PY 2006, for an overall participation rate of 11.9%. The corrected results indicate that a total of 1,334,656 veterans participated in DOL programs during that period for an overall participation rate of 9.3%. That rate of participation in DOL programs for PY 2006 still compares favorably with the 8.7% rate of representation of veterans in the civilian labor force during PY 2006.

### **Summary**

DOL recognizes that priority of service for veterans will continue to be critical as more military personnel return from abroad. Currently, the Department has the ability to capture data on services veterans receive. The new regulation and information collection request will further bolster how priority of service is delivered and assessed. In the meantime, DOL monitors priority of service implementation by applying ETA's Core Monitoring Guide—a tool for ETA staff to gauge, during on-site examinations, the readiness and capacity of the grantee to operate the grant.

ETA also used the WIA State Planning process as a tool to ensure that states are developing strategies for implementation of priority provisions. In the WIA Planning Guidance 2007, (Section IX. Service Delivery, C. Adults and Dislocated Workers, 5. Priority of Service), states were required to outline their policies and strategies to ensure that, pursuant to the JVA, priority of service is provided to veterans and certain spouses who otherwise meet the eligibility requirements for all employment and training programs funded by the U.S. Department of Labor. To further assist in the application of priority of service, on December 19, 2008, DOL complied with the statutory requirement and deadline enacted in Section 605 of P. L. 109-461 by publishing final regulations on priority of service, with an effective date of January 19, 2009. DOL also is developing a protocol for implementation of priority of service at the local level.

The Department has adopted strategies for evaluating the priority of service provision in greater depth and has developed an evaluation strategy. The study is an action item ETA identified in response to the recommendations the Government Accountability Office (GAO) made in report number GAO-06-176 to improve accountability and help states integrate veteran services in One-Stop Career Centers. During FY 2007, the Department took a key step in implementing that evaluation strategy by awarding a contract to Capital Research Corporation (with a subcontract to the Johns Hopkins Institute for Policy Studies) to conduct an independent assessment of the influence of key factors related to priority of service. The project tasks and activities conducted under this study focus on assessing the extent to which the priority of service requirements under JVA are being met by the workforce investment system, with a particular focus on implementation of priority of service at the state and local levels. The final report is expected to be issued during the first quarter of PY 2009. Subsequently, during PY 2010, it is anticipated that the study also will involve a telephone survey or focus groups of veterans to assess customer experiences and satisfaction regarding priority of service. This comprehensive approach will provide the data required to determine the extent to which DOL workforce preparation programs are providing priority of service, as required by the JVA.

The Department will continue to highlight the requirement for priority of service and to implement overall strategies that support veterans moving successfully into employment. DOL also will continue to explore methods of capturing the outcomes of these efforts.



# APPENDIX A

## GLOSSARY OF TERMS

### **Campaign Badge Veterans**

Count of registered job seekers who are campaign badge veterans.

The registered job seeker is a campaign badge veteran if the individual is a veteran who served on active duty in the U.S. Armed Forces during a war or in a campaign or expedition for which a campaign badge has been authorized as identified and listed by the Office of Personnel Management (OPM).

### **Case Management**

Count of registered job seekers who are veterans assigned a case manager who received career guidance, referral to supportive services, job development contacts, referral to jobs, referral to training, or any combination of those services.

### **Disabled Veterans**

Count of registered job seekers who are disabled veterans.

A disabled veteran is a veteran who is entitled to compensation regardless of rating (including those rated at 0% disabled); or who but for the receipt of military retirement pay would be entitled to compensation, under laws administered by the Department of Veterans Affairs; or was discharged or released from active duty because of a service-connected disability.

## APPENDIX B

### PY 2007 FINAL REPORTS

Attachment 1	Veteran Participants by State
Attachment 2	Veterans Who Received Staff-Assisted Services by State
Attachment 3	Veterans Who Entered Employment by State
Attachment 4	Veterans Who Retained Employment for 60 Days by State
Attachment 5	Veterans Who Received Intensive Services by State
Attachment 6	Veterans Who Were Referred to Employment by State
Attachment 7	Veterans Who Were Referred to Federal Training by State
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Attachment 9	Veterans Who Were Referred to Federal Jobs by State
Attachment 10	Veterans Who Entered into Federal Jobs by State

\*Report with all Attachments available on-line at VETS web site at:

[http://www.dol.gov/vets/media/FY2008\\_Annual\\_Report\\_To\\_Congress.pdf](http://www.dol.gov/vets/media/FY2008_Annual_Report_To_Congress.pdf)

**ETA 9002 Report**  
**Veterans Participants by State**  
**For All Veterans' and Age Groups**

**Program Year 2007**

**Attachment 1**

<b>VETERAN PARTICIPANTS</b>									
(Data obtained from ETA 9002 B for Period Ending June 30, 2008)									
STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS	VETERANS, ELIGIBLE PERSONS AND TSMs		
							18-44	45-54	55+
Alabama	22,258	3,688	77	3,205	3,838	512	12,354	6,242	3,653
Alaska	11,188	1,201	685	1,478	4,316	319	5,899	2,962	2,327
Arizona	16,291	2,385	878	1,680	5,296	673	6,168	4,957	5,166
Arkansas	13,668	1,738	79	2,104	1,930	367	7,403	3,614	2,642
California	119,314	12,554	5,922	17,815	52,532	5,619	58,023	30,143	31,056
Colorado	35,961	5,681	1,242	4,776	8,899	1,786	16,573	10,007	9,365
Connecticut	6,562	587	299	826	1,751	64	2,541	1,869	2,148
Delaware	3,495	526	36	395	924	63	1,410	1,070	1,015
District of Columbia	2,005	325	122	236	882	72	829	723	452
Florida	83,824	14,276	4,836	16,256	31,025	7,414	41,277	23,201	19,340
Georgia	58,228	5,966	2,559	10,735	20,000	0	29,690	16,925	11,596
Hawaii	4,679	779	258	1,227	1,832	372	2,463	1,150	1,065
Idaho	19,239	3,054	1,260	3,014	11,270	433	8,826	5,019	5,393
Illinois	40,749	6,078	2,460	9,283	8,596	1,362	16,634	8,734	11,307
Indiana	37,528	3,090	1,439	186	12,544	18	18,329	10,520	8,624
Iowa	13,707	1,578	818	2,291	4,256	459	7,287	3,623	2,770
Kansas	7,800	1,033	26	1,109	1,429	1,395	4,349	1,993	1,456
Kentucky	23,480	4,336	1,037	4,593	3,280	469	12,443	5,971	4,919
Louisiana	18,868	2,861	731	2,915	5,867	1,462	10,774	4,477	3,617
Maine	8,080	1,014	471	905	2,883	154	3,354	2,401	2,325
Maryland	12,795	1,644	1,383	2,342	4,356	326	5,865	3,993	2,937
Massachusetts	10,315	1,789	451	1,566	3,337	9	3,596	2,878	3,841
Michigan	48,842	4,091	1,755	5,768	11,029	356	21,354	13,275	14,213
Minnesota	9,929	1,254	299	1,481	2,512	430	4,198	2,442	2,297
Mississippi	13,656	1,130	537	3,940	4,173	9	7,892	3,555	2,209
Missouri	19,863	2,483	1,201	1,502	4,911	130	8,266	6,575	5,019
Montana	11,402	1,846	873	1,240	4,143	4,953	6,316	2,713	2,365
Nebraska	7,648	954	381	1,619	3,018	451	3,722	2,074	1,845
Nevada	12,349	1,377	474	1,171	1,354	135	4,065	3,469	3,621
New Hampshire	5,633	855	735	601	1,189	65	1,903	1,646	2,084
New Jersey	18,418	2,165	537	2,283	2,533	126	6,320	4,773	6,837
New Mexico	10,198	1,728	684	1,308	4,866	509	4,466	3,025	2,707
New York	50,200	5,487	2,024	6,192	4,035	2,419	20,007	12,126	17,890
North Carolina	96,595	6,183	3,263	7,229	28,322	1,011	49,099	27,578	19,917
North Dakota	5,518	1,039	513	3,030	1,329	615	3,159	1,278	1,080
Ohio	57,968	5,673	3,885	4,190	12,090	148	27,616	15,630	14,704
Oklahoma	14,894	2,568	70	2,363	2,542	449	7,736	3,765	3,386
Oregon	35,546	7,034	2,438	4,312	11,662	1,015	15,111	9,699	10,699
Pennsylvania	12,016	1,423	675	1,363	4,176	124	5,184	3,585	3,247
Puerto Rico	1,582	48	41	370	178	605	1,080	255	247
Rhode Island	1,538	204	70	186	251	10	532	447	545
South Carolina	33,453	4,428	38	4,969	8,515	382	15,971	9,688	7,769
South Dakota	4,200	697	390	595	684	12	1,995	1,272	930
Tennessee	34,040	4,603	2,189	4,863	19,387	309	15,998	9,735	8,305
Texas	165,758	5,969	2,853	33,888	85,491	5,734	83,150	37,798	33,487
Utah	11,068	1,201	574	2,491	2,459	2,473	6,477	2,268	2,230
Vermont	1,759	239	8	203	348	29	662	537	560
Virginia	34,322	5,398	2,044	7,286	9,806	1,772	18,584	9,071	6,664
Virgin Islands	137	13	2	38	23	0	79	26	29
Washington	27,265	4,277	2,487	4,771	6,184	250	11,881	7,712	7,657
West Virginia	12,542	1,215	618	1,764	4,289	95	6,788	3,115	2,639
Wisconsin	8,682	1,517	703	940	2,784	21	3,815	2,787	2,075
Wyoming	7,772	1,283	308	886	2,551	558	3,876	1,976	1,920
<b>National Total</b>	<b>1,322,569</b>	<b>150,877</b>	<b>59,661</b>	<b>198,574</b>	<b>434,039</b>	<b>48,031</b>	<b>631,035</b>	<b>350,125</b>	<b>322,538</b>

NDA = No Data Available

**ETA 9002 Report**  
**Veterans Who Received Staff Assisted Services by State**  
**For All Veterans' and Age Groups**

**Program Year 2007**

# VETERANS WHO RECEIVED STAFF ASSISTED SERVICES

(Data obtained from ETA 9002 B for Period Ending June 30, 2008)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS	VETERANS, ELIGIBLE PERSONS AND TSMs		
							18-44	45-54	55+
Alabama	16,414	2,655	60	2,208	2,812	222	8,972	4,764	2,673
Alaska	6,668	682	361	864	2,518	189	3,514	1,780	1,374
Arizona	12,946	1,893	709	1,310	4,183	401	4,715	4,041	4,190
Arkansas	12,402	1,532	76	1,856	1,710	324	6,736	3,291	2,367
California	28,269	3,308	1,735	4,812	13,744	268	12,276	8,132	7,837
Colorado	35,961	5,681	1,242	4,776	8,899	1,786	16,573	10,007	9,365
Connecticut	3,017	453	235	578	1,195	32	1,320	842	852
Delaware	3,470	523	36	394	916	62	1,398	1,060	1,012
District of Columbia	1,272	224	82	146	558	47	515	482	275
Florida	73,020	12,437	4,094	14,045	27,162	5,673	35,561	20,300	17,154
Georgia	57,273	5,878	2,529	10,596	19,658	0	29,253	16,625	11,378
Hawaii	3,983	671	219	1,057	1,571	300	2,090	990	902
Idaho	19,234	3,054	1,260	3,014	11,266	433	8,826	5,018	5,389
Illinois	32,940	5,057	2,085	7,434	6,867	1,327	13,351	7,256	9,132
Indiana	26,945	2,538	1,176	152	9,156	16	12,939	7,723	6,270
Iowa	13,692	1,577	818	2,287	4,245	459	7,276	3,622	2,767
Kansas	7,636	1,005	25	1,086	1,396	1,390	4,271	1,942	1,421
Kentucky	21,794	4,117	994	4,338	3,111	446	11,671	5,563	4,490
Louisiana	16,758	2,544	656	2,610	5,209	1,407	9,668	3,927	3,163
Maine	4,377	594	288	508	1,629	79	1,831	1,323	1,223
Maryland	11,259	1,596	1,341	1,995	4,227	322	5,060	3,564	2,635
Massachusetts	10,117	1,756	445	1,555	3,283	9	3,528	2,810	3,779
Michigan	47,658	3,984	1,713	5,679	10,797	350	20,869	12,959	13,830
Minnesota	4,868	599	284	538	768	176	1,894	1,339	1,192
Mississippi	13,560	1,122	536	3,911	4,135	9	7,821	3,535	2,204
Missouri	12,858	1,444	701	1,291	2,923	98	5,338	4,412	3,106
Montana	9,418	1,531	729	1,051	3,474	4,157	5,287	2,222	1,903
Nebraska	7,473	933	373	1,575	2,962	433	3,641	2,024	1,801
Nevada	10,581	1,358	466	1,153	1,337	132	3,821	3,280	3,450
New Hampshire	4,824	731	629	527	1,017	34	1,609	1,428	1,787
New Jersey	17,956	2,145	531	2,261	2,498	126	6,192	4,653	6,748
New Mexico	9,131	1,521	608	1,144	4,390	404	3,973	2,718	2,440
New York	45,725	4,910	1,806	5,767	3,645	2,394	18,291	10,847	16,422
North Carolina	96,595	6,183	3,263	7,229	28,322	1,011	49,099	27,578	19,917
North Dakota	3,546	728	371	1,784	918	483	2,099	815	631
Ohio	41,832	4,213	2,924	3,289	8,945	52	19,369	11,671	10,784
Oklahoma	9,904	1,742	51	1,644	1,762	236	5,040	2,537	2,326
Oregon	26,786	5,461	1,944	3,127	8,945	716	10,925	7,534	8,306
Pennsylvania	11,700	1,344	636	1,335	4,071	124	5,044	3,478	3,178
Puerto Rico	464	31	30	255	147	93	268	101	95
Rhode Island	1,469	202	69	180	239	10	504	430	523
South Carolina	33,297	4,407	38	4,954	8,472	381	15,914	9,646	7,712
South Dakota	3,714	603	341	519	603	7	1,718	1,126	867
Tennessee	33,809	4,583	2,179	4,832	19,273	303	15,871	9,673	8,263
Texas	148,031	5,574	2,669	28,715	76,582	2,562	73,024	34,624	31,033
Utah	6,086	670	312	1,398	1,374	1,519	3,561	1,241	1,202
Vermont	1,672	227	8	195	333	29	633	514	525
Virginia	26,493	4,234	1,662	5,649	7,159	949	14,042	7,181	5,267
Virgin Islands	120	13	2	37	21	0	74	22	24
Washington	27,265	4,277	2,487	4,771	6,184	250	11,881	7,712	7,657
West Virginia	7,228	729	365	1,037	2,487	56	3,870	1,860	1,498
Wisconsin	4,766	1,015	494	667	1,764	19	2,088	1,468	1,209
Wyoming	6,932	1,161	277	793	2,275	484	3,460	1,757	1,715
<b>National Total</b>	<b>1,078,794</b>	<b>124,795</b>	<b>48,904</b>	<b>162,720</b>	<b>350,325</b>	<b>32,567</b>	<b>509,592</b>	<b>290,683</b>	<b>264,590</b>

NDA = No Data Available

**ETA 9002 Report**  
**Veterans Who Entered Employment by State**  
**For All Veterans' and Age Groups**

**Program Year 2007**

## Attachment 3

VETERANS WHO ENTERED EMPLOYMENT									
(Data obtained from ETA 9002 D for Period Ending June 30, 2008)									
STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	VETERANS AND ELIGIBLE PERSONS			TRANSITIONING SERVICE MEMBERS
	EE					18-44	45-54	55 +	
EE	EE	EE	EE	EE	EE	EE	EE	EE	EE
Alabama	10,205	1,469	24	2,056	1,697	5,911	2,545	1,271	475
Alaska	3,038	252	132	451	1,078	1,612	733	548	145
Arizona	3,665	461	124	473	1,070	1,499	1,107	1,013	46
Arkansas	7,359	854	39	1,386	946	4,058	1,823	1,082	392
California	34,406	3,024	1,362	4,926	15,541	16,476	8,621	8,350	945
Colorado	11,874	1,554	375	1,601	4,536	5,754	3,248	2,705	162
Connecticut	3,274	163	80	331	700	1,259	906	1,047	57
Delaware	1,808	222	54	241	787	724	527	444	113
District of Columbia	1,024	142	66	157	503	459	356	193	16
Florida	30,591	4,261	1,306	8,486	11,903	15,228	8,123	6,397	836
Georgia	29,536	2,803	1,152	5,984	9,956	16,610	8,325	4,591	0
Hawaii	1,323	197	71	390	459	663	310	275	74
Idaho	5,059	750	298	878	3,045	2,254	1,241	1,473	91
Illinois	16,370	2,063	744	4,214	290	7,644	3,607	3,016	553
Indiana	14,511	910	382	29	4,369	7,576	4,125	2,795	1
Iowa	4,837	485	219	955	1,363	2,461	1,127	966	276
Kansas	5,171	590	14	851	950	2,146	1,179	752	1,094
Kentucky	12,789	1,738	365	2,517	1,633	6,875	3,258	2,394	229
Louisiana	5,730	812	170	1,097	1,707	3,212	1,274	994	248
Maine	1,748	218	102	236	601	761	492	472	21
Maryland	5,384	541	441	1,222	1,748	2,615	1,565	991	213
Massachusetts	5,041	694	178	830	1,543	1,963	1,358	1,718	2
Michigan	20,040	1,451	532	2,362	4,282	9,426	5,291	5,211	112
Minnesota	6,173	287	113	331	290	2,123	1,209	1,138	134
Mississippi	8,413	617	282	2,504	2,385	5,141	2,080	1,189	0
Missouri	8,100	835	349	1,032	1,772	3,713	2,630	1,685	71
Montana	5,333	592	264	533	1,284	2,020	1,000	869	1,441
Nebraska	3,108	341	132	583	1,129	1,578	814	677	35
Nevada	5,543	647	222	699	750	2,104	1,804	1,536	76
New Hampshire	2,677	392	335	291	529	977	798	891	11
New Jersey	10,459	1,021	265	1,512	1,481	4,010	2,642	3,350	330
New Mexico	3,573	535	200	532	1,622	1,658	1,022	791	102
New York	25,310	2,296	760	3,294	1,880	9,455	5,793	8,446	1,574
North Carolina	32,872	1,669	845	2,311	9,075	17,559	9,191	5,847	273
North Dakota	1,837	197	109	1,665	294	949	474	363	50
Ohio	18,499	1,309	911	1,302	3,112	10,073	4,772	3,619	16
Oklahoma	8,525	1,337	36	1,716	1,490	4,594	2,007	1,559	360
Oregon	12,963	1,578	602	1,735	3,580	5,930	3,385	3,314	329
Pennsylvania	10,869	826	347	1,663	3,320	5,098	3,058	2,566	147
Puerto Rico	560	11	8	59	33	337	84	74	65
Rhode Island	889	122	38	109	136	313	238	326	12
South Carolina	19,133	2,205	0	3,033	5,058	9,954	5,311	3,574	292
South Dakota	1,527	206	113	269	242	790	429	304	4
Tennessee	19,916	2,420	1,118	2,788	10,638	10,313	5,540	3,799	262
Texas	60,994	1,732	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Utah	4,910	553	220	1,156	1,074	2,211	1,007	950	740
Vermont	686	87	3	88	147	279	217	177	13
Virginia	16,835	2,348	917	4,476	4,209	9,378	4,426	2,819	211
Virgin Islands	27	4	1	8	3	17	6	4	-
Washington	15,715	2,140	1,144	2,613	2,957	7,178	4,474	3,799	257
West Virginia	6,443	526	256	1,040	2,137	3,767	1,515	1,126	35
Wisconsin	3,409	500	209	466	1,087	1,634	986	777	10
Wyoming	3,026	486	103	314	825	1,370	793	736	127
<b>National Total</b>	<b>553,107</b>	<b>53,473</b>	<b>18,132</b>	<b>79,795</b>	<b>133,246</b>	<b>241,709</b>	<b>128,846</b>	<b>105,003</b>	<b>13,078</b>

NDA = No Data Available



**ETA 9002 Report**

**Veterans Who Retained Employment at Six Months by State**

**For All Veterans' and Age Groups**

**Program Year 2007**

<b>VETERANS WHO RETAINED EMPLOYMENT</b> (Data obtained from ETA 9002 D for Period Ending June 30, 2008)									
STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	VETERANS AND ELIGIBLE PERSONS			TRANSITIONING SERVICE MEMBERS
	ER	ER	ER	ER	ER	18-44 ER	45-54 ER	55 + ER	ER
Alabama	13,651	1,949	31	2,817	2,346	8,248	3,333	1,544	524
Alaska	3,948	347	182	414	1,328	2,170	1,022	658	98
Arizona	7,062	860	280	1,008	1,937	2,913	1,962	1,718	468
Arkansas	6,736	785	31	1,245	888	3,804	1,613	915	400
California	43,519	4,436	1,943	4,557	18,868	21,790	11,145	9,271	1,298
Colorado	11,946	1,595	418	1,555	4,390	6,048	3,098	2,389	408
Connecticut	2,850	155	68	236	571	1,045	742	902	160
Delaware	1,819	208	53	256	932	768	511	409	130
District of Columbia	1,043	149	73	156	495	509	349	168	17
Florida	35,512	5,530	1,719	10,739	13,489	18,743	9,337	6,783	635
Georgia	28,330	2,741	1,111	6,255	9,533	16,782	7,558	3,975	0
Hawaii	1,768	198	58	449	474	739	344	251	432
Idaho	9,963	1,474	556	1,748	5,627	4,971	2,444	2,336	208
Illinois	22,250	2,895	1,098	5,723	450	10,271	4,326	3,530	508
Indiana	14,460	964	418	9	4,335	7,841	4,042	2,567	2
Iowa	7,478	687	305	1,452	2,118	4,280	1,749	1,205	236
Kansas	6,490	852	27	1,307	1,383	3,148	1,510	1,007	820
Kentucky	13,327	1,624	362	2,461	1,865	7,390	3,413	2,360	128
Louisiana	7,849	1,135	203	1,510	2,133	4,664	1,667	1,138	378
Maine	2,623	290	140	276	919	1,174	730	668	49
Maryland	6,279	591	499	1,413	1,764	3,282	1,759	1,066	170
Massachusetts	4,632	635	167	708	1,386	1,768	1,291	1,568	5
Michigan	20,288	1,570	555	2,428	4,447	10,071	5,325	4,795	97
Minnesota	7,632	348	136	276	237	2,726	1,651	1,452	160
Mississippi	6,022	439	188	1,756	1,706	3,736	1,457	825	0
Missouri	9,328	1,065	495	1,194	2,140	4,514	2,847	1,840	126
Montana	7,191	859	387	699	1,914	3,082	1,271	957	1,876
Nebraska	3,029	343	142	546	1,145	1,526	800	661	36
Nevada	4,960	603	216	693	660	2,104	1,481	1,300	59
New Hampshire	2,540	361	309	252	456	932	731	863	14
New Jersey	10,103	956	265	1,434	1,340	4,032	2,522	3,146	348
New Mexico	3,911	563	208	555	1,905	1,829	1,160	833	89
New York	21,594	2,268	766	3,231	1,951	9,165	5,335	6,327	661
North Carolina	31,717	1,677	877	1,771	8,600	17,236	8,812	5,481	186
North Dakota	2,355	247	127	2,076	323	1,261	551	389	154
Ohio	16,929	1,716	1,172	787	3,009	10,375	4,070	2,416	15
Oklahoma	8,846	1,442	37	1,881	1,505	4,920	2,100	1,482	340
Oregon	17,805	1,715	728	2,227	5,468	8,340	4,721	4,139	599
Pennsylvania	8,050	568	228	1,428	2,683	3,879	2,266	1,803	102
Puerto Rico	0	0	0	0	0	0	0	0	0
Rhode Island	813	100	35	109	100	280	241	284	8
South Carolina	17,607	1,996	0	2,864	4,467	9,605	4,805	2,928	266
South Dakota	2,518	353	189	474	432	1,357	702	450	9
Tennessee	17,770	2,184	989	2,109	9,407	9,584	4,798	3,157	229
Texas	73,687	1,952	NDA	NDA	NDA	NDA	NDA	NDA	NDA
Utah	6,236	834	309	1,614	1,365	2,949	1,232	1,152	901
Vermont	652	83	4	110	143	285	213	142	12
Virginia	20,167	3,081	1,135	5,242	4,007	11,619	5,357	3,047	142
Virgin Islands	32	2	1	8	3	22	4	6	0
Washington	17,187	2,332	1,304	3,035	3,264	8,126	4,951	3,766	332
West Virginia	4,971	377	175	848	1,648	2,967	1,122	852	30
Wisconsin	4,036	574	229	520	1,326	2,031	1,123	867	14
Wyoming	3,735	668	127	415	1,038	1,800	955	773	207
<b>National Total</b>	<b>591,595</b>	<b>59,427</b>	<b>21,044</b>	<b>84,059</b>	<b>141,574</b>	<b>264,453</b>	<b>133,215</b>	<b>101,017</b>	<b>13,562</b>

NDA = No Data Available

**ETA 9002 Report**

**Veterans Who Received Intensive Services**  
**(Case Management)**  
**by State**

**For All Veterans' and Age Groups**

**Program Year 2007**

<b>VETERANS WHO RECEIVED INTENSIVE SERVICES</b>						
(Data obtained from VETS 200 C for Period Ending June 30, 2008)						
<b>STATE</b>	<b>TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs</b>	<b>DISABLED VETERANS</b>	<b>SPECIAL DISABLED VETERANS</b>	<b>RECENTLY SEPARATED VETERANS</b>	<b>CAMPAIGN BADGE VETERANS</b>	<b>TRANSITIONING SERVICE MEMBERS</b>
Alabama	0	0	0	0	0	0
Alaska	1,703	215	117	206	614	46
Arizona	577	103	30	64	170	4
Arkansas	7	2	0	1	3	0
California	12,051	1,621	882	2,404	6,038	1
Colorado	1,519	633	321	334	543	73
Connecticut	1,160	346	199	364	636	13
Delaware	13	2	0	1	5	0
District of Columbia	312	84	40	39	155	1
Florida	3,110	640	231	546	1,108	434
Georgia	7,782	1,238	663	1,645	2,509	0
Hawaii	343	121	66	128	172	16
Idaho	36	19	10	7	21	0
Illinois	4,798	678	290	1,052	884	1,022
Indiana	628	104	46	17	231	3
Iowa	1,059	383	253	235	379	3
Kansas	320	84	6	72	93	14
Kentucky	706	179	62	166	112	16
Louisiana	140	37	13	20	49	6
Maine	531	105	69	45	244	8
Maryland	780	183	144	169	468	19
Massachusetts	5,249	1,100	308	961	1,853	3
Michigan	200	54	23	44	50	4
Minnesota	548	171	109	127	205	26
Mississippi	3,864	417	254	1,175	1,430	0
Missouri	832	166	95	74	218	8
Montana	618	172	118	61	182	238
Nebraska	5,313	644	277	1,049	2,076	343
Nevada	1,377	228	84	203	208	10
New Hampshire	1,065	174	153	126	242	4
New Jersey	1,929	547	171	306	256	9
New Mexico	2,197	362	175	267	1,047	55
New York	1,796	475	266	315	217	34
North Carolina	13,531	1,005	566	1,465	4,253	115
North Dakota	114	56	38	66	37	2
Ohio	1,755	429	334	226	440	0
Oklahoma	193	37	0	29	42	3
Oregon	2,301	662	366	383	893	95
Pennsylvania	2,305	503	286	249	878	4
Puerto Rico	440	12	20	124	106	228
Rhode Island	515	91	37	90	124	8
South Carolina	8,373	1,139	7	1,284	2,392	38
South Dakota	550	185	113	170	127	1
Tennessee	268	160	136	62	169	8
Texas	23,602	1,704	863	5,069	12,529	113
Utah	0	0	0	0	0	0
Vermont	3	0	0	0	1	0
Virginia	3,568	736	321	750	1,131	181
Virgin Islands	0	4	1	11	6	0
Washington	2,878	799	550	709	868	43
West Virginia	1,896	241	116	316	813	12
Wisconsin	1,729	487	260	279	695	8
Wyoming	337	71	20	35	117	39
<b>National Total</b>	<b>126,921</b>	<b>19,608</b>	<b>9,509</b>	<b>23,540</b>	<b>48,039</b>	<b>3,311</b>

NDA = No Data Available

**ETA 9002 Report**  
**Veterans Referred to Employment by State**  
**For All Veterans' and Age Groups**

**Program Year 2007**

# VETERANS WHO WERE REFERRED TO EMPLOYMENT

(Data obtained from ETA 9002 B for Period Ending June 30, 2008)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	8,391	1,198	29	1,189	1,448	102
Alaska	4,885	495	255	693	1,835	159
Arizona	5,947	801	293	593	1,896	147
Arkansas	7,612	966	54	1,166	1,094	68
California	10,872	1,304	699	1,694	5,269	101
Colorado	20,802	3,531	855	2,626	5,270	687
Connecticut	435	106	65	69	156	4
Delaware	203	42	6	11	77	2
District of Columbia	718	115	30	94	326	45
Florida	46,845	8,158	2,499	9,407	17,571	2,767
Georgia	28,217	2,886	1,221	4,770	8,965	0
Hawaii	2,551	472	152	671	1,016	248
Idaho	10,612	1,723	739	1,678	6,025	246
Illinois	21,097	3,293	1,305	4,705	4,967	186
Indiana	16,356	1,443	657	86	5,513	13
Iowa	12,481	1,296	647	2,059	3,913	447
Kansas	3,240	455	10	579	729	95
Kentucky	12,397	2,433	561	2,179	2,022	200
Louisiana	7,662	1,147	275	1,254	2,492	391
Maine	1,479	218	95	193	535	27
Maryland	5,491	726	604	863	2,132	38
Massachusetts	2,366	412	119	297	768	3
Michigan	6,265	716	323	928	1,550	62
Minnesota	2,962	292	110	197	354	93
Mississippi	8,524	653	288	2,491	2,628	0
Missouri	9,887	1,021	467	1,046	2,193	80
Montana	8,295	1,301	604	936	3,035	3,596
Nebraska	3,887	511	226	629	1,580	54
Nevada	4,675	540	178	490	541	17
New Hampshire	2,821	452	384	251	605	26
New Jersey	4,404	513	146	514	589	12
New Mexico	3,618	566	200	442	1,728	137
New York	12,132	1,530	589	1,695	1,314	60
North Carolina	44,961	2,558	1,337	3,340	12,583	342
North Dakota	1,841	343	140	865	578	140
Ohio	15,396	1,717	1,186	1,054	3,598	15
Oklahoma	4,512	751	26	742	761	120
Oregon	17,121	3,316	1,101	1,914	5,668	468
Pennsylvania	3,330	288	116	272	997	7
Puerto Rico	68	6	9	25	0	36
Rhode Island	205	35	11	30	30	1
South Carolina	19,492	2,589	20	3,014	4,967	143
South Dakota	2,883	396	220	379	436	7
Tennessee	20,101	2,719	1,311	2,854	11,201	147
Texas	74,971	3,039	1,461	13,492	37,721	451
Utah	4,848	605	286	1,276	1,187	833
Vermont	930	122	3	105	192	13
Virginia	13,721	2,156	808	2,819	3,653	512
Virgin Islands	79	5	1	24	9	0
Washington	14,363	2,159	1,240	2,265	3,236	116
West Virginia	4,923	511	248	645	1,602	37
Wisconsin	2,659	570	283	389	1,008	12
Wyoming	4,795	800	190	552	1,542	349
<b>National Total</b>	<b>540,937</b>	<b>64,802</b>	<b>24,653</b>	<b>81,362</b>	<b>179,657</b>	<b>13,760</b>

NDA = No Data Available

**ETA 9002 Report**  
**Veterans Referred to Federal Training by State**  
**For All Veterans' and Age Groups**

**Program Year 2007**

<b>VETERANS WHO WERE REFERRED TO FEDERAL TRAINING</b>						
(Data obtained from ETA 9002 B for Period Ending June 30, 2008)						
<b>STATE</b>	<b>TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs</b>	<b>DISABLED VETERANS</b>	<b>SPECIAL DISABLED VETERANS</b>	<b>RECENTLY SEPARATED VETERANS</b>	<b>CAMPAIGN BADGE VETERANS</b>	<b>TRANSITIONING SERVICE MEMBERS</b>
Alabama	0	0	0	0	0	0
Alaska	251	35	22	27	87	10
Arizona	464	86	37	59	144	9
Arkansas	12	7	0	4	8	1
California	517	88	46	114	265	0
Colorado	3,004	887	279	489	787	304
Connecticut	29	12	4	14	17	0
Delaware	7	5	0	1	4	0
District of Columbia	198	19	10	26	111	0
Florida	3,319	702	226	583	1,342	98
Georgia	281	79	53	107	116	0
Hawaii	50	12	5	22	29	1
Idaho	94	59	39	37	66	5
Illinois	69	37	24	39	32	1
Indiana	20	6	2	1	8	0
Iowa	6	1	0	0	1	1
Kansas	19	6	0	7	8	0
Kentucky	78	25	13	42	15	4
Louisiana	0	0	0	0	0	0
Maine	98	32	24	18	47	4
Maryland	257	59	50	53	152	2
Massachusetts	208	38	8	35	60	0
Michigan	148	42	30	30	55	2
Minnesota	79	15	8	20	23	3
Mississippi	30	1	0	6	13	0
Missouri	2	1	0	0	0	0
Montana	0	0	0	0	0	0
Nebraska	772	90	52	379	343	190
Nevada	3	1	1	1	1	0
New Hampshire	16	7	6	2	4	0
New Jersey	16	2	1	3	2	0
New Mexico	221	34	14	19	110	2
New York	213	53	22	40	47	2
North Carolina	326	14	7	19	83	3
North Dakota	63	24	14	47	27	5
Ohio	134	30	24	12	22	0
Oklahoma	42	19	1	11	16	0
Oregon	560	219	144	159	257	27
Pennsylvania	2,170	166	56	167	614	6
Puerto Rico	13	2	2	4	0	3
Rhode Island	43	4	2	6	4	0
South Carolina	177	43	0	37	61	4
South Dakota	146	41	22	25	28	1
Tennessee	618	162	97	137	430	0
Texas	1,453	84	39	339	816	1
Utah	42	2	0	15	14	0
Vermont	8	3	0	0	1	0
Virginia	72	18	9	20	32	3
Virgin Islands	8	2	0	2	1	0
Washington	478	126	86	172	135	5
West Virginia	415	39	26	81	140	3
Wisconsin	220	101	55	53	96	1
Wyoming	49	9	4	8	14	5
<b>National Total</b>	<b>17,518</b>	<b>3,549</b>	<b>1,564</b>	<b>3,492</b>	<b>6,688</b>	<b>706</b>

NDA = No Data Available



**ETA 9002 Report**  
**Veterans Placed in Federal Training by State**  
**For All Veterans' and Age Groups**

**Program Year 2007**

## VETERANS WHO WERE PLACED IN FEDERAL TRAINING

(Data obtained from ETA 9002 B for Period Ending June 30, 2008)

STATE	TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs	DISABLED VETERANS	SPECIAL DISABLED VETERANS	RECENTLY SEPARATED VETERANS	CAMPAIGN BADGE VETERANS	TRANSITIONING SERVICE MEMBERS
Alabama	0	0	0	0	0	0
Alaska	55	6	4	5	22	0
Arizona	62	13	5	23	31	9
Arkansas	2	0	0	0	0	0
California	29	8	5	4	9	0
Colorado	2	1	1	2	2	0
Connecticut	5	2	1	1	2	0
Delaware	1	1	0	0	1	0
District of Columbia	0	0	0	0	0	0
Florida	145	79	41	52	70	5
Georgia	20	3	3	2	12	0
Hawaii	4	3	3	0	2	0
Idaho	28	22	14	7	16	0
Illinois	22	4	2	4	1	1
Indiana	106	17	13	6	55	1
Iowa	0	0	0	0	0	0
Kansas	2	1	0	0	0	0
Kentucky	23	2	0	6	0	2
Louisiana	0	0	0	0	0	0
Maine	145	22	6	5	45	3
Maryland	104	24	20	24	67	0
Massachusetts	93	14	2	12	27	0
Michigan	25	10	8	5	8	0
Minnesota	1	0	0	1	1	0
Mississippi	31	2	1	7	7	0
Missouri	151	11	3	11	29	2
Montana	22	2	0	0	6	13
Nebraska	0	0	0	0	0	0
Nevada	5	0	0	0	1	0
New Hampshire	12	4	3	2	4	0
New Jersey	78	6	0	6	13	0
New Mexico	2	0	0	2	1	0
New York	107	18	6	10	16	0
North Carolina	173	6	5	10	42	1
North Dakota	34	29	21	26	11	1
Ohio	50	16	14	7	11	0
Oklahoma	4	1	0	0	0	0
Oregon	247	148	110	60	108	11
Pennsylvania	645	48	11	26	143	0
Puerto Rico	6	1	0	2	0	1
Rhode Island	0	0	0	0	0	0
South Carolina	65	9	0	8	15	1
South Dakota	78	42	28	20	13	1
Tennessee	25	4	2	3	12	1
Texas	174	5	3	24	86	0
Utah	455	13	6	47	39	351
Vermont	5	0	0	2	1	0
Virginia	43	10	5	12	15	0
Virgin Islands	3	1	0	1	1	0
Washington	78	15	10	13	33	0
West Virginia	116	12	6	25	45	1
Wisconsin	220	101	55	53	96	1
Wyoming	5	0	0	1	2	0
<b>National Total</b>	<b>3,708</b>	<b>736</b>	<b>417</b>	<b>537</b>	<b>1,121</b>	<b>406</b>

NDA = No Data Available

**ETA 9002 Report**  
**Veterans Referred to Federal Jobs by State**  
**For All Veterans' and Age Groups**

**Program Year 2007**

# **VETERANS WHO WERE REFERRED TO FEDERAL JOBS**

(Data obtained from ETA 9002 B for Period Ending June 30, 2008)

<b>STATE</b>	<b>TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs</b>	<b>DISABLED VETERANS</b>	<b>SPECIAL DISABLED VETERANS</b>	<b>RECENTLY SEPARATED VETERANS</b>	<b>CAMPAIGN BADGE VETERANS</b>	<b>TRANSITIONING SERVICE MEMBERS</b>
Alabama	40	6	0	9	9	0
Alaska	724	72	42	114	277	26
Arizona	0	0	0	0	0	0
Arkansas	275	57	1	51	55	4
California	0	0	0	0	0	0
Colorado	527	121	37	69	151	24
Connecticut	0	0	0	0	0	0
Delaware	0	0	0	0	0	0
District of Columbia	13	3	0	2	8	0
Florida	13	0	0	3	7	0
Georgia	1,270	157	75	244	444	0
Hawaii	0	0	0	0	0	0
Idaho	515	101	46	98	283	20
Illinois	1,256	246	109	311	439	8
Indiana	1,390	134	59	5	553	0
Iowa	197	27	15	52	69	8
Kansas	25	4	0	6	2	0
Kentucky	942	234	65	203	190	22
Louisiana	606	101	22	117	229	32
Maine	131	52	29	19	57	3
Maryland	109	23	20	15	53	1
Massachusetts	98	22	3	14	30	0
Michigan	0	0	0	0	0	0
Minnesota	1	1	1	0	1	0
Mississippi	432	37	13	163	177	0
Missouri	1,544	293	163	288	450	31
Montana	565	112	57	92	275	273
Nebraska	10	2	0	3	6	0
Nevada	262	37	17	50	59	3
New Hampshire	40	6	5	6	9	0
New Jersey	42	6	1	10	9	0
New Mexico	128	23	7	21	56	14
New York	231	43	17	58	48	7
North Carolina	0	0	0	0	0	0
North Dakota	63	12	9	31	13	6
Ohio	221	50	41	32	57	0
Oklahoma	631	155	6	130	138	25
Oregon	1,185	242	80	171	433	44
Pennsylvania	713	62	26	68	220	0
Puerto Rico	3	0	1	3	0	3
Rhode Island	1	0	0	0	0	0
South Carolina	483	82	0	114	158	8
South Dakota	343	67	42	63	68	1
Tennessee	399	81	42	85	252	1
Texas	12	1	0	2	5	0
Utah	45	4	2	14	13	5
Vermont	21	4	0	2	7	0
Virginia	671	123	45	151	216	54
Virgin Islands	0	0	0	0	0	0
Washington	253	57	33	47	65	4
West Virginia	216	37	19	39	83	4
Wisconsin	57	26	22	15	29	0
Wyoming	216	41	8	33	77	18
<b>National Total</b>	<b>16,879</b>	<b>2,958</b>	<b>1,180</b>	<b>3,014</b>	<b>5,771</b>	<b>649</b>

NDA = No Data Available

**ETA 9002 Report**  
**Veterans Who Entered Into Federal Jobs by State**  
**For All Veterans' and Age Groups**

**Program Year 2007**

<b>VETERANS WHO ENTERED INTO FEDERAL JOBS</b>						
(Data obtained from ETA 9002 B for Period Ending June 30, 2008)						
<b>STATE</b>	<b>TOTAL VETERANS, ELIGIBLE PERSONS AND TSMs</b>	<b>DISABLED VETERANS</b>	<b>SPECIAL DISABLED VETERANS</b>	<b>RECENTLY SEPARATED VETERANS</b>	<b>CAMPAIGN BADGE VETERANS</b>	<b>TRANSITIONING SERVICE MEMBERS</b>
Alabama	0	0	0	0	0	0
Alaska	2	0	0	1	2	1
Arizona	0	0	0	0	0	0
Arkansas	12	6	0	4	2	2
California	0	0	0	0	0	0
Colorado	0	0	0	0	0	0
Connecticut	0	0	0	0	0	0
Delaware	0	0	0	0	0	0
District of Columbia	3	2	0	0	2	0
Florida	0	0	0	0	0	0
Georgia	41	4	1	3	11	0
Hawaii	0	0	0	0	0	0
Idaho	6	2	1	1	5	0
Illinois	3	3	3	2	2	0
Indiana	5	2	1	0	3	0
Iowa	0	0	0	0	0	0
Kansas	1	0	0	0	0	0
Kentucky	18	4	1	4	4	0
Louisiana	3	2	0	0	0	1
Maine	0	0	0	0	0	0
Maryland	1	0	0	0	0	0
Massachusetts	4	1	0	1	1	0
Michigan	0	0	0	0	0	0
Minnesota	0	0	0	0	0	0
Mississippi	16	2	1	6	7	0
Missouri	11	2	0	2	2	0
Montana	2	0	0	0	1	0
Nebraska	2	0	0	1	2	0
Nevada	11	3	1	3	4	0
New Hampshire	0	0	0	0	0	0
New Jersey	0	0	0	0	0	0
New Mexico	16	2	2	1	3	3
New York	30	9	4	6	6	1
North Carolina	0	0	0	0	0	0
North Dakota	0	0	0	0	0	0
Ohio	36	18	15	6	6	0
Oklahoma	47	26	0	13	13	3
Oregon	32	7	2	4	14	0
Pennsylvania	NDA	NDA	NDA	NDA	NDA	NDA
Puerto Rico	1	0	0	1	0	1
Rhode Island	0	0	0	0	0	0
South Carolina	18	5	0	3	6	0
South Dakota	1	0	0	0	1	0
Tennessee	33	10	3	3	17	0
Texas	NDA	NDA	NDA	NDA	NDA	NDA
Utah	0	0	0	0	0	0
Vermont	1	0	0	0	0	0
Virginia	11	3	1	3	6	1
Virgin Islands	0	0	0	0	0	0
Washington	4	0	0	1	2	0
West Virginia	2	1	1	2	0	1
Wisconsin	0	0	0	0	0	0
Wyoming	18	1	0	4	6	2
<b>National Total</b>	<b>391</b>	<b>115</b>	<b>37</b>	<b>75</b>	<b>128</b>	<b>16</b>

NDA = No Data Available